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Dairy and Rural  
Development  
Foundation



# DAIRY PROJECT

## QUARTERLY PROGRESS REPORT

April – June 2015



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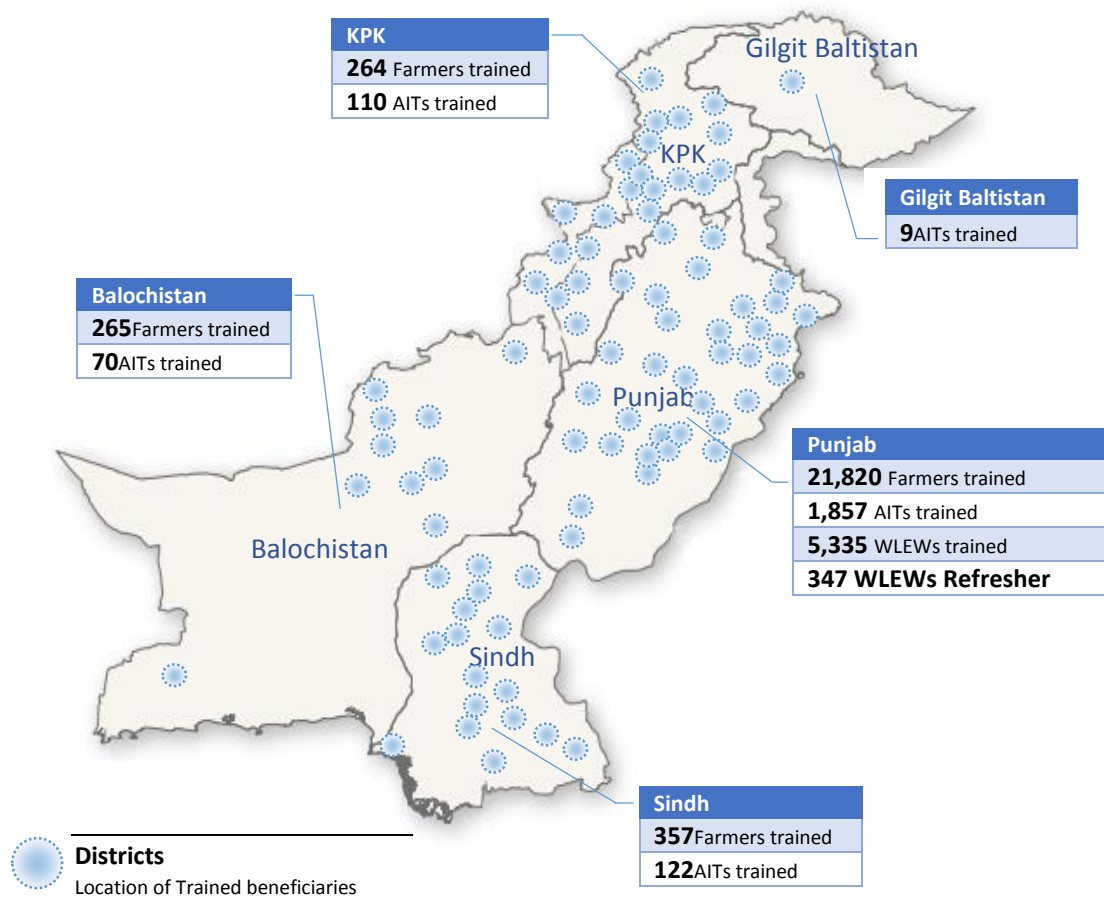


#### Input:

Over **848** dairy trainings and awareness classes provided to people from rural areas

#### Output:

Over **30,500** trained beneficiaries making dairy farming sector efficient.



#### Outcome:

**17%** increase in milk yield of dairy animals

**75%** of the trained farmers adopting more than three best practices for dairy farming

**7,500** young unemployed men and women established their own business

#### Impact:

Increase in productivity of the dairy sector

WLEWs and AITs earning on average **PKR. 1,155** and **PKR. 10,500** per month respectively

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## List of Acronyms

<b>AI</b>	Artificial Insemination
<b>AITs</b>	Artificial Insemination Technicians
<b>AOR</b>	Agreement Officer's Representative
<b>BOG</b>	Board of Governors
<b>BRSP</b>	Balochistan Rural Support Program
<b>CMA</b>	Cumulative Moving Average
<b>DRDF</b>	Dairy and Rural Development Foundation
<b>EMPP</b>	Environmental Monitoring Program Plan
<b>FOM</b>	Field Operations Manager
<b>FROS</b>	Female reproductive organs
<b>GM</b>	General Manager
<b>LBEs</b>	Livestock Business Entrepreneurs
<b>LHW</b>	Livestock Health Worker
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MSI</b>	Management Systems International
<b>MTs</b>	Master Trainers
<b>NGO</b>	Non-Governmental Organization
<b>PD</b>	Project Director
<b>PMU</b>	Project Management Unit
<b>RFP</b>	Request for Proposal
<b>SMs</b>	Social Mobilizers
<b>TOR</b>	Terms of Reference
<b>TOTs</b>	Training of Trainers
<b>UAF</b>	University of Agriculture Faisalabad
<b>US</b>	United States
<b>USAID</b>	United States Agency for International Development
<b>UVAS</b>	University of Veterinary & Animal Sciences
<b>VTIs</b>	Vocational Training Institutes
<b>WLEWs</b>	Women Livestock Extension Workers

## Executive Summary

The Dairy Project is a five year intervention. It is a joint effort of the United States Agency for International Development (USAID) and Dairy and Rural Development Foundation (DRDF) to enhance rural incomes by increasing livestock productivity. The project provided training to 22,706 dairy farmers, including 467 farm managers and commercial dairy farmers, in best dairy farm practices to help them increase milk productivity which will eventually lead to an increase in their income. Quality dairy extension services were not available to farmers in the area. In order to bridge the gap, the project provided training to 2,168 rural, unemployed young men as Artificial Insemination Technicians (AITs) and 5,335 rural, unemployed young women as Women Livestock Extension Workers (WLEWs) to assist dairy farmers with quality extension services. Once the AITs and WLEWs are trained and certified by the University of Veterinary and Animal Sciences (UVAS), Lahore, the Dairy Project helps in establishing them as entrepreneurs by providing them with startup kits. In the reporting period the project trained 97 AITs, 303 WLEWs, 9,933 farmers and provided 218 working WLEWs with refresher classes. The project achieved its training targets for WLEW and farmer while the AITs training target was not achieved due to change in training duration period with the effect of new breeding policy in the region.

Initial results of a survey conducted by third party in June-July, 2015 shows satisfactory performance of AITs and farmers component while WLEWs component is on improvement verge. According to their findings AITs monthly average income is PKR 10,500 and WLEWs monthly average income is PKR 1,155. According to the survey the adoption rate of three or more than three best dairy farming practices among the trained farmers is 78%. Farm upgradation activities continued in this quarter and the project selected a total of 53 to-date and out of which up-gradation work has been completed on 18 farms. The project conducted 84 silage shows which were observed by 4,308 farmers and 251 acres of land was covered.

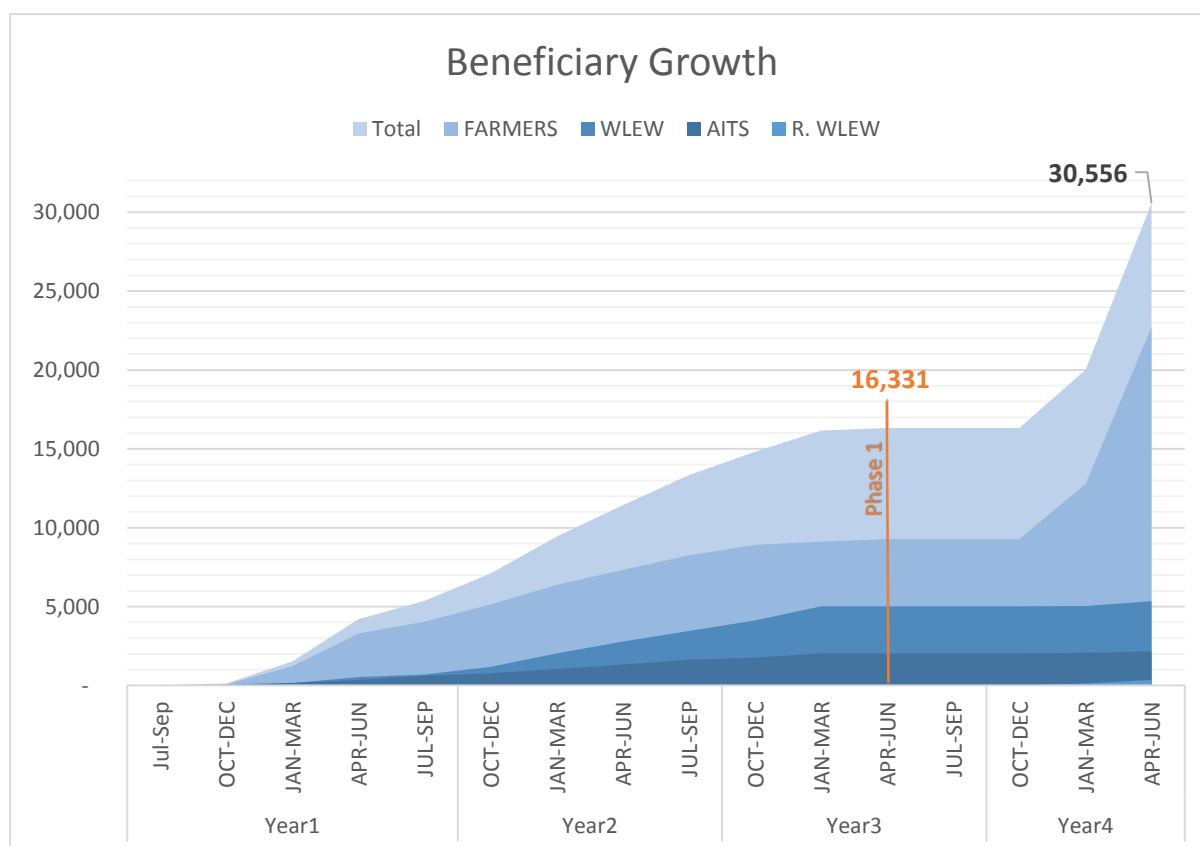


Figure 1 Quarterly Growth in the Number of Trained Beneficiaries

## Financials

# Aid for Sustainable Development

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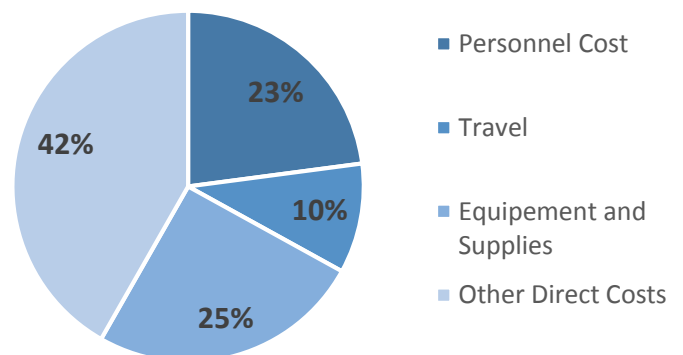
Table 1: Financial Summary

Description	Amount (US \$)
Total Estimated USAID Amount:	21,018,293
Amount Obligated:	20,918,293
Leverage Amount (Non-Federal):	5,108,059
Total Project Funds Expended To Date (end June-2015):	16,059,083
Project Funds Expended During the Reporting Quarter (April-June 2015):	1,121,219
Obligated Project Funds Remaining Available:	4,959,210
Project Funds Allocated for the Next Quarter (Jul-Sep, 2015):	1,270,074

Table 2: Expenditure Summary

Expense Categories Under Cooperative Agreement	Expenditure during Apr-Jun 2015 (US \$)
Personnel Cost	256,851
Travel	113,402
Equipment and Supplies	282,864
Other Direct Costs	468,101
<b>Total</b>	<b>1,121,218</b>

Apr-Jun 2015 US \$ 1.12 M







“Development is about transforming the lives of people, not just transforming economics.”

-Joseph E. Stiglitz,



## Progress & Performance Marching Forward

Due to the vital importance of the livestock sector in Pakistan, the Dairy Project, with its extensive training programs for dairy farmers, Women Livestock Extension Workers (WLEWs) and Artificial Insemination Technicians (AITs), is playing an important role in transforming livelihoods of rural communities associated with livestock. After extension, the project is working with full swing to achieve the set targets. The project is now extending its efforts to up-grade farms, establish bio gas plants, as well as focus on cluster formation that will bring together project-trained beneficiaries to work jointly as part of the supply chain network, thereby ensuring the sustainability of the project after its completion. All trainings are undergoing as per normal practice except the AIT-training which has been changed from five weeks to six months after the implementation of new breeding act in Punjab.

This progress report describes the operations and progress of the project in the period April 2015 to June 2015. For a detailed overview of the project activities, please refer to annex 1.

### Farm Up gradation and Bio gas plants

#### Up-graded Village Level Model Farms

The project aims to facilitate 100 small dairy farmers in different village centers, on a cost share basis, to upgrade their existing small farms to model farms at village level. The upgraded farm will facilitate farmers in implementing best dairy farming practices, and these farms will serve as a model for neighboring dairy farmers. By following the selection process, as shown in the below diagram, the project has selected a total of 53 farms for up-gradation out of which 16 are selected in current reporting period. Construction/up-gradation work of 18 has been completed and farms are open for one-day training and 7-day training.

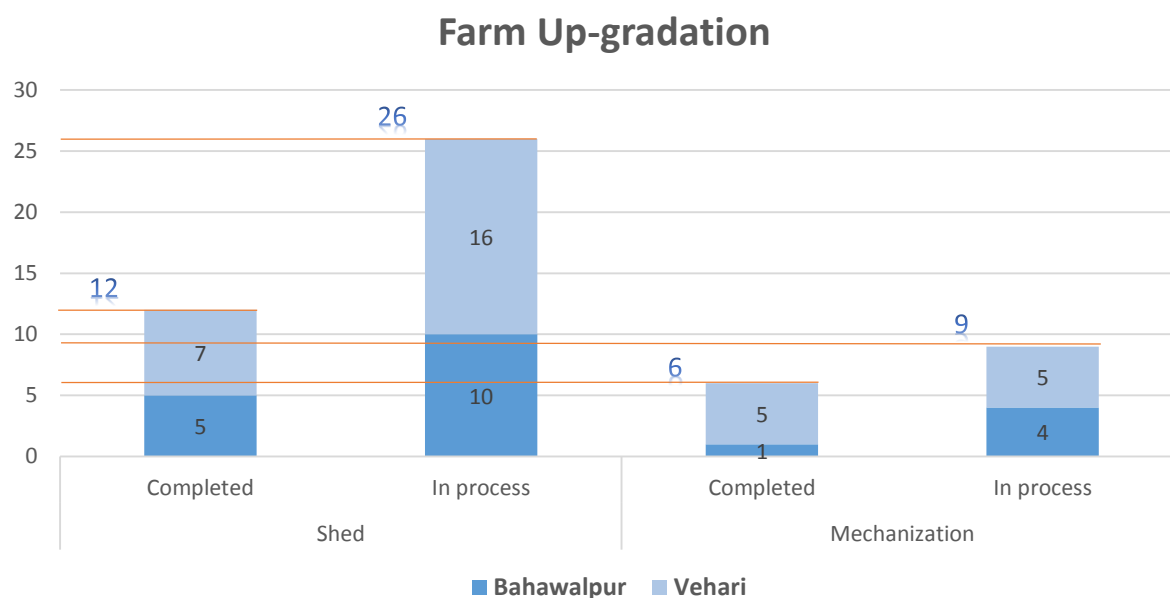
Figure 2 Selection Process of farm up-gradation



Up-gradation support is mainly categorized as construction/improvement of shed which involves civil-work and mechanization of farm by installing cooling system, milking machine and silage machine. In the process of the farm up-gradation the project has provided/committed a total of PKR. 14,199,564

for 53 farms while farmers contributed a total of PKR. 19,047,378<sup>1</sup>. This investment in up-gradation would be first step towards viable commercial dairy farming for small dairy holders. Below given graph shows the overall status of farm up-gradation.

Figure 3 Farm up-gradation status zone wise



In order to make these farms as a viable commercial unit, the Dairy Project is providing constant follow-up through its trained staff. They provide advisory services on feeding, vaccination, fodder planning, breeding and animal selection on door step of these up-graded farms. The dairy project is also collecting complete data of farm economics. It's analyzed through this data that the production cost with traditional practices is higher than the dairy standards. The farm upgradation team is working on economics of each farm and providing helpful solutions to decrease such production cost making them more efficient.



<sup>1</sup> The contribution of farmer is calculated on the basis of initial feasibility. The figure may increase with the completion of up-gradation work.

## Bio Gas

Animal nutrition is an essential part of animal health and milk productivity, and fodder is one of the important nutrients for these animals. Cost of production of fodder is a major concern for the farmer. Taking this into account, the Dairy Project aims to shift 10 irrigation tube-wells running on fuel/electricity to manure bio-gas units. The slurry produced from these bio gas units will also improve the fertility of the land, which is an additional benefit for the farmers. In the current reporting period, the project conducted several meetings with bio-gas installation companies and completed the design work of bio-gas units. Similar to farm up-gradation the project set-up a selection committee for selection of farms to be provided with support for bio-gas unit to ensure the transparency. The project has received 31 application against the advertisement and their scrutiny is under process.

## Training and Support for Dairy Farmers

Table 3: Number of Farmers Trained and Training Type

Type of Training	Farmers Trained
Two-Day Training	5,118
Four- Day Training	3,749
One Month Training	467
One-day Training	12,787
Seven-day Training	585
<b>Total</b>	<b>22,706</b>

The project continued its one-day training on up graded farms in both zones while 7-days trainings were conducted on the Sukheki Nestle Farm and up-graded farms in Bahawalpur and Vehari. A total of 9,933 farmers were trained in the current reporting period. To mobilize these farmers a total of 233 community/corner meeting were conducted by social mobilizers in both zones.

Table 4 Farmers Training Targets and Achievement (Apr-Jun, 2015)

Type of Training	Targets	Achievement	Variance
One - Day Training	8,400	9,551	1,151
Seven - Day Training	375	333	(42)
One Month Training for commercial farmers and farm managers	25	49	24
<b>Total</b>	<b>8,800</b>	<b>9,933</b>	<b>1,133</b>

Table 5 below shows the progress on indicators from the Monitoring and Evaluation Activity Plan. These indicators are reported on the basis of survey conducted June-July, 2015 by third party. For this purpose, a random sample of farmers was selected from the Punjab region.

Table 5 Performance Indicators for Project Trained Farmers

Indicators	Targets	Achievement
Average increase in the project assisted household annual income from dairy activities relative to the baseline*	At least 10 percent increase in the household income from dairy activities.	Reported annually <sup>1</sup>
Percentage of project trained farmers access to extension services provided by project trained WLEWs	At least 20% of project trained farmers using WLEWs services	69.64%



Indicators	Targets	Achievement
Percentage of farmers getting vaccination done, for FMD and HS, for their dairy animals	At least 40 percent of farmers	89.80%
Percentage increase in milk yield of dairy animals of trained farmers	At least 10 percent increase in milk yield.	17%
Percentage of project-assisted farmers using at least three level 1 best practices relative to the baseline	60 percent farmers adopted three or more level 1 best practices	Disaggregated data not available, overall adoption rate is 75% <sup>2</sup>
Percentage of project-assisted farmers using at least three level 2 best practices relative to the baseline	40 percent farmers adopted three or more level 2 best practices	
Number of villages reached with TV and/or Radio sketches	-	No radio/TV campaign was launched in this year
Number of project-assisted farmers managers trained in business practices, and book-keeping	100 Percent of Farm Managers	100%

*Note: 1-As per EGA office memo, the dairy project will report this indicator annually.*

*2-Percentage of trained farmers adopting three or more than three best dairy farming practices*

Follow-up teams started to conduct monthly meeting in month of June to provide follow-up to trained farmers. Follow-team also organized farmers' help camp in which animals were treated free of cost. A total of 3,073 cases were dealt in these help camps. During the silage campaign the project conducted 84 silage shows in Vehari (29) and Bahawalpur (55) and converted 255 acres of land with an average of 3.37 acres of land in one demonstration. About 4,308 farmers observed these silage shows.



## Training and Support for Artificial Insemination Technicians (AITs)

In the reporting period, mobilization team mobilized two batches of AITs in District Chinniot, Jhang and Vehari. In the process, the mobilization team conducted one community meeting and several corner meetings. Quarterly training summary for April-June, 2015 is given below.

Table 6 AITs Training Targets and Achievement (Apr-Jun, 2015)

Month	Target	Achievement	Variance	Justification for Variance*
April, 2015	67	56	(11)	Delays due to uncertainty created by new breeding policy
May, 2015	67	41	(26)	
June, 2015	66	0	(66)	
<b>Grand Total</b>	<b>200</b>	<b>97</b>	<b>(103)</b>	

\*Please refer to table-10 on "issues and challenges" field team faced in achieving the targets

With the effect of new breeding policy the Dairy Project has redesigned its curriculum and extended the training duration to six months to comply with breeding policy. It includes three month class room training and field survey and three month internship on large dairy farms where AIT could do insemination on live-animals under the supervision of farm manager/supervisor. The dairy project AI-training team is making liaison with various stakeholders and large dairy farms for apprenticeship of current batch of trainees. The project has established a new training Centre in the premises of Vocational Training Institute Bahawalpur. A total of 43 AITs are under training in batch-30 at Burj-Attari while 23 AITs are under training at newly established AI-training centre at Bahawalpur.

In the reporting period AITs from Skardu were followed up to see their working status. This was done with the help of USAID Satpara Development Project. Under this follow up two AITs were nominated for bike award. Apart from this two AITs who were underage and were awaiting to be awarded with a bike on their performance were also called to receive their bikes. These AITs were awarded with their bike in PMU from the key officials of the Dairy Project. Bike validation survey of batch-27, batch-28 and batch-29 will start in month of August.

Table 7 Bike Distributions - Province Wise

Province	AITs
Balistan	2
Punjab	2
<b>Grand Total</b>	<b>4</b>

The table below, shows progress on indicators from the Monitoring and Evaluation Activity Plan, based on the survey conducted by third party in June-July, 2015:

Table 8 Performance Indicators for Project Trained AITs

Indicators	Targets	Achievement
Average monthly income of AITs from providing AI services relative to the baseline	Income of at least PKR. 3,000 (US\$ 32) per month	PKR. 10,500
Number of villages served by AITs	On average 4 villages per AIT	6
Number of insemination procedures performed per AIT/ per month	On average 20 insemination per month per AIT	35
No. of pregnancy tests performed per AIT per month	On average 20 pregnancy tests done by project trained AITs	21



Indicators	Targets	Achievement
Conception rate of services provided by project trained AITs	Conception rate of 60%	64% <sup>1</sup>
Percentage of AITs providing their services as insemination technicians	80 percent of AITs	89%
Percentage of imported semen used	At least 20% of the total semen's applied/used by an AIT	28.57%
Percentage of AITs attending Follow-up Meetings	At least 70 percent of the AITs attending such meetings	82%
Number of AITs successfully trained in book-keeping and business management	100 percent	100%

*Note: 1-Calculated from Bike-Validation Survey*

All above mentioned indicators show a satisfactory performance of project trained AITs. They are on average earning PKR 10,500 per month with on average 35 inseminations cases and 21 pregnancy test per month. Usage of imported semen is also increasing over the time and 28.57% of the semen applied was imported.

In the current reporting period, AIT-follow-up team provided follow-up to batch-27 and batch-28. Follow-up team conducted village level induction meetings, in which AITs was introduced to surrounding farmers. A total of 117 induction meeting were conducted in which 4,463 farmers participated. Follow-up team conducted 11 weekly follow-up meetings and three monthly follow-up meeting in which 82% of AITs participated and discussed their technical and supplies issues with follow-up team.



## Training and Support for Women Livestock Extension Workers (WLEWs)

Training of WLEWs is one of the most important components of the project as it not only aims to improve the potential of the livestock sector through better animal health and extension services at the village level, but also helps empower rural women.

The project continued its WLEW training and refresher training in Vehari and Bahawalpur. In current reporting period the project trained 303 new WLEWs and provided refresher to 218 already trained WLEWs. To mobilize rural women for training, mobilization team conducted 233 community/corner meetings and 55 household visits in both zones. WLEWs selected during mobilization were trained on training centers established by the project in their nearby vicinity. The training summary for the reporting period is given below:

Table 9 WLEWs Training Targets and Achievement (Apr-Jun, 2015)

	WLEWs Training			WLEWs Refresher		
Month	Target	Achievement	Variance	Target	Achievement	Variance
April, 2015	85	118	33	54	107	53
May, 2015	80	106	26	54	31	(23)
June, 2015	80	79	(1)	55	80	25
<b>Grand Total</b>	<b>245</b>	<b>303</b>	<b>58</b>	<b>163</b>	<b>218</b>	<b>55</b>

Third party conducted survey in June-July, 2015 using structured instruments to measure the performance of project trained WLEWs. The salient results of performance indicators are given in below table:

Table 10 WLEW Performance Indicators

Indicators	Targets	Achievement
Average monthly income of WLEWs from livestock services relative to the baseline	Income of at least PKR. 2,000 per month	PKR. 1,155 <sup>1</sup>
Average number of cases done by trained WLEWs	On average 30 cases per month per WLEW	29
Number of villages served by the WLEWs	On average 1 village per WLEW	3
Number of project-trained WLEWs providing services as self-employed extension workers	At least 60 percent of the trained WLEWs providing services	45%
Number of WLEWs operating / managing project-supported milk collection points in project-assisted communities	At least 20 milk collection points (LOP Target)	16
Number of the WLEWs trained in business practices and book-keeping.	100 percent of the WLEWs	100%
<b>1: Combined income of both Livestock Health Workers (LHWs) and Livestock Business Entrepreneurs (LBEs).</b>		

To work with rural women community is very difficult as there are many social and cultural constraints for women to work. Under these circumstances to train rural women and establish them as a reliable extension service provider is a real challenge for the project. With these circumstance the project trained WLEWs are on average earning PKR. 1,155 per month with an average 29 cases attended per month. Although, the earning of WLEWs is not high enough but they are present in rural communities to serve the surrounding farmers. On average they are covering 3 nearby villages/bastis.

The project is also looking to make liaisons with other initiatives and development bodies who are currently working—or planning to work—for the empowerment of women. This will result in a good



learning activity for both the parties since the joint planning of interventions will produce more effective and efficient results. Another opportunity to expand the work of the WLEWs is to introduce them to the beef market and create linkages with market input suppliers. In this way, WLEWs will be able to expand their work and sources of income.

In the current reporting period, follow-up team provided follow-up to batch-21, batch-22, and batch-23. To introduce the WLEWs as a reliable extension worker, WLEWs follow-up team conducted 62 induction meetings, in which local farmers were briefed about the rigorous training of WLEWs and her capacity to treat their animals. WLEWs follow-up team conducted 25 monthly meeting in which a large number of WLEWs participated and discussed their technical and input supplies issues with follow-up team.





## Other life of project targets

Table 11 Other LOP progress targets

Progress Indicators	LOP Target	Progress
Number of subsidized sexed semen provided to farmers	2014-15: 7,000 2015-16: 3,000	In approval phase
Number of new clusters formed	100 clusters	Clusters <sup>1</sup> were reshaped in Vehari while 29 were formed in Bahawalpur
Number of suppliers introduced to clusters	At least 10 suppliers introduced	Two or more suppliers were introduced in every help camp
Number of input supply points in a cluster	At least one supply point	Out of 29 newly established clusters in Bahawalpur 13 have input supply points
Number of follow up meeting conducted	250 scheduled meetings	218
Number of inter-beneficiary meetings conducted	100 meetings to be conducted (LOP Target)	Will start in next quarter
Number of farmers reached through media campaign	2014-15: 500,000 farmers 2015-16: 500,000 farmers	77,095
Number of media/mass awareness products developed by communication department	At least 10 products (LOP Target)	04
Number of Silage shows conducted with average 2 acreage of land covered per show	2014-15: 80 shows 2015-16: 80 shows	84 shows
Number of farmers observed silage shows	On average 100 farmers in a silage show	51 farmers

*Note: 1-Cluster is geographical demarcation of area for facilitation of operations.*



## Communication, Awareness Campaign and Other Activities:

Communication department provided support in the following activities during the current reporting period.

- Provided support in the production and designing of training and marketing materials (brochures, record registers, flex streamers, handbills, complaint cell cards, staff cards, certificates for trained beneficiaries, file folders, WLEW refresher module and One-day dairy guide for farmers.)
- Provided support to draft and release project advertisements including job opportunities, EOIs for Rental Accommodation, “Model Dairy Farms and Bio-Gas Units, AI training program, Technical and Financial Proposals for Training Institutes, and request for Technical and Financial Proposals (Street Shows and Media coverage).
- Produced a concept paper on cluster farming. The Dairy Project seeks to bring together project-trained beneficiaries in clusters to work jointly as a part of the supply chain network, thereby ensuring the sustainability of the beneficiaries.
- After the successful completion of its first three years, the Dairy Project was awarded an extension from October 2014 to October 2016. This distinct achievement was realized through dedicated efforts made by Project Employees and continual guidance and support by DRDF Founder Members and Board of Governors. On April 27, 2015, Project Management organized an Employee Recognition and Reward Ceremony to honor each individual who played an instrumental role in helping the Dairy Project achieve successful milestones during its first three years and first two quarters of Year 4. Project Management plan to continue the initiative of rewarding employees on a quarterly basis and aim to achieve impressive new milestones during our extension phase.
- USAID-DRDF Dairy Project Corporate Documentary (English version) shared by the Project management and USAID DOCs. Further updates are in-process in both Urdu and English version of documentary. The objective of this revision was to update the outdated statistics and clippings from video documentary of a 6-8 minute long film that highlights the Dairy Project’s five technical components, their objective, selection criteria, training and methodology, benefits and impact.
- Communications Team supported roll out of Dairy Project radio show “Aap HUM Aur Behtar Zindagi” on radio FM 101, leading radio “infotainment” network channel in Pakistan, broadcasted on June 11, 2015 (11:00-11: 30 am). The purpose of the program was to highlight the assistance that the USG is extending through USAID toward policy research and analysis that will lead to effective policy making in the areas of economics and agriculture.
- It was an interactive, live program, which highlighted key facts and achievements on USAID’s Dairy Project. Mr. Sajjad Moghal, Senior Development Advisor, USAID Punjab, Dr. Umar Farooq, General Manager Field Operations, Dairy Project, and three project-trained beneficiaries—Azra Parveen (WLEW), Ghulam Nabi (AIT) and Muhammad Jameel (dairy farmer)—represented USAID – DRDF Dairy Project on the radio show.
- The Communications Team provided support in the efficient roll-out of the Second Dairy & Livestock Sector Donors’ Conference on June 16, 2015, hosted by USAID – DRDF Dairy Project, in collaboration with Livestock & Dairy Development Department (L&DD), Government of Punjab, and USAID Punjab Enabling Environment Project (PEEP).
- The conference brought together various organizations, agencies and policymakers involved in the dairy and livestock sector in Punjab. The purpose of this conference was to promote public and private sector cooperation in the dairy and livestock sector and examine which institutions and projects are involved in the sector so that potential synergies and overlaps may be identified. The conference sought to strengthen the economic development of the sector under the umbrella of Punjab’s Livestock and Dairy Development Department (L&DD).
- Provincial Director USAID Punjab, Dr. Miles Toder, Deputy Secretary (Admin) L&DD, Mr. Irfan Khalid, Dr. Talat Pasha, Vice Chancellor University of Veterinary Sciences (UVAS) and Mr. Sajjad Moghal, Senior Development Advisor USAID Punjab were present at the conference.



Other donor agencies present included Austrade Commission, Plan Pakistan, and Agribusiness Support Fund (ASF)

- Communications Team successfully completed the designing, compilation and dissemination of Dairy Project Portal, Volume 3, Issue 1, among public and private stake holders, government administration, livestock department and key project staff.
- Signed and reached a three-month agreement with the web developer for customization and revision of project website. The TORs were finalized for the website management and maintenance service.
- Supported to review and edit MOU draft, to be signed between COMSATS and Dairy Project, on training of trainers, staff and curriculum development.
- Provided support to review and edit the 'Training for Pakistan Project Proposal'.
- Shared revised scopes of work for Street Shows with Mobile Float Announcements with the selected firm.





## Issues, Lessons Learnt and Way Forward

### Gaining From Experience

Table 12. Administrative Issues/Challenges and Remedies

Issues/Challenges	Remedial Measures
<b>AI-Training</b>	
It was challenging to conduct practical training at live animals outside in hot environment.	<ul style="list-style-type: none"> <li>• Training schedule was revised to manage severe weather conditions.</li> <li>• Practical Tables and phantom boxes were shifted to room adjacent to open area and exhaust fans arranged for proper ventilation.</li> </ul>
It was challenging to mobilize community for 6 months AIT training course.	All training process was briefed in more detail to community and applicants.
It was challenging to manage severe summer load shedding with small generators and low electricity voltage.	12-15 KV generators were arranged at site office and training centers to manage hot weather.
<b>Farm Up-gradation</b>	
Unavailability of wash rooms at up graded farms	Up-gradation team requested all such farms to arrange the wash room facility.
<b>Farmer Training (One-day)</b>	
Congested training class room, owner's family living in that building	Alternate class room arranged in that village by owner, meeting was conducted by FOMS with owner. Training was disturbed for some days due to this reason.
Severe hot weather, farmers not available at afternoon.	Training should start early morning as soon as possible
Training center has no facility of high power UPS or Generator.	UPS or Generator are provided according to need at training centers.
Blockage of outgoing calls of official sim which disturbed communication in the area	Timely information is provided IT department. Bills Payment need to improve.
Seasonal Issue(Harvesting season)	Time was made flexible according to farmer's availability for training.
<b>Farmer Training (7-days)</b>	
Quality of meal was not good during traveling of farmers	Quality should be improved. Feedback about meal is given to admin team
Class training time in the Holy Month Ramadan	Training time was made minimum 4 hours in this Holy month
Leakage of bottles of teat dip solution in 7 day farmer training kit	Handling and storage should be proper or care during purchasing to minimize this solution
Some male farmer or female farmers are illiterate so feel difficulty filling of social mobilization and training evaluation format	These formats should be summarized and revised for better understanding of farmers

Issues/Challenges	Remedial Measures
<b>WLEW Training</b>	
Farmers are not aware about UMB and Farmers use common salt instead of UMBs.	WLEWs demand vanda & ear tags. Because according to their area they think tags & vanda market will be more in their villages. Need to develop local market for availability of UMB.
Market value of UMB in private market is 100 so WLEW cannot sale UMBs on project price.	Market price & project price should be same.
Scarcity of inputs and market supplies	Provide smooth inputs and market supplies. Networking required
Family ties or restrictions	Teams convinced their families and gave them proper follow up
Training Need Assessment(TNA) form in English and difficult to understand by WLEWs	It should be revised

## Annexures:

### **Annex 1: Project Overview**

The Dairy Project is a joint effort of the Dairy and Rural Development Foundation (DRDF) and the United States Agency for International Development (USAID) to foster sustainable increase in dairy and livestock productivity through adoption of best dairy farming practices, breed improvement, availability of timely extension services, and promotion of livestock businesses. The Dairy Project is being implemented in all four provinces, with a major focus on Punjab with a time frame of five years (July 2011- October 2016). The project contributes to the USAID's strategic objective of creating job opportunities and increasing income. The project objectives are aligned with Pakistan's development agenda, and its goal and objectives reflect national and regional priorities.

### **Farm up gradation and Bio gas plants**

The first objective of the farm-up gradation is to provide an on-the-ground model for small dairy holders at village level, where they could observe the best dairy farming practices that are being implemented. Secondly, since access to the large mega farms for all small dairy farmers in a village is not possible, the universal training coverage is achieved by up-grading these farms and providing training access for the village and the surrounding area. Thirdly, these up-graded model farms serve as a meeting point and input supply hub for project-trained beneficiaries. The project aims to upgrade 100 farms with herd size of 5-25 dairy animals over the project life.

Animal nutrition is an essential part of animal health and milk productivity, and fodder is one of the important nutrients for these animals. Cost of production of fodder is a major concern for the farmer. The objective of establishing bio-gas plants is to shift irrigation tube-wells running on fuel/electricity to manure bio-gas units. The slurry produced from these bio gas units will also improve the fertility of the land which is another benefit accrued to the farmer. The project aims to develop such 5 bio-gas units during its extension phase.

### **Training and Support for Dairy Farmers**

The primary objective of providing training and support to dairy farmers is to improve prevalent dairy farming practices for improving livestock productivity and enhancing incomes of rural households assisted by the Dairy Project. The project aims to train 48,600 progressive farmers and 500 commercial farmers and farm managers. From these, 800 farmers from Khyber Pakhtunkhwa, Sindh and Baluchistan are encouraged to attend the project's training courses in Punjab. These trainings cover several topics, including improved feeding and animal nutrition, importance of improved breeds, basic animal health, and farm equipment and shed management. Training for farm managers include separate components on basic book-keeping and business skills. Knowledge of basic business know-how adds to the skills of farm managers. Consequently, all trained farmers have a better understanding of the milk value chain and they know how to profitably create linkages within it.

Classroom trainings are being conducted at model dairy farms, where modern dairy farm-management techniques are implemented. After successful completion of the training course, participants are provided with basic equipment kit that helps them to put into practice the newly learnt farming practices. Trained farmers are visited frequently for support and follow up.

### **Training and Support for Artificial Insemination Technicians (AITs)**

The objective of AI training is to improve the provision of AI services to foster good quality breeds that will improve livestock productivity and enhance income of rural youth. Under this component, 3,000 young individuals from rural Punjab, from which 300 from Khyber Pakhtunkhwa, Sindh and Baluchistan will be supported in attending the project's AI training courses in Punjab. AITs receive five weeks of training with two months follow up support. Trainings include a mix of theory, demonstration and practical exercises related to insemination, safe handling and maintenance of insemination guns, liquid nitrogen cylinders for transporting semen and other equipment. Classroom trainings take place

at AIT Centers, established by the Dairy Project, and the Government of Punjab's Vocational Training Institute (PVTI).

Each AIT receives initial support to establish him as an entrepreneur. This support includes an AIT kit (including Nitrogen Cylinders, Semen, Semen Straws, and basic AI related equipment). A motorbike is also provided upon meeting certain performance criteria.

## **Training and Support for Women Livestock Extension Workers (WLEWs)**

The objective of this component is to increase the use and availability of livestock services provided by WLEWs for improving livestock productivity and enhancing income of rural females. Under this component, 6,000 WLEWs will be trained out of which 1,000 will receive refresher and advance training course. WLEWs receive one-month training on basic animal health management, basic preventive animal health measure, identification of the most common diseases, immunization, basic treatment, animal nutrition and animal hygiene. The curriculum is updated in collaboration with University of Veterinary and Animal Sciences (UVAS). WLEWs are also trained in feed supply and milk collection to give them the expertise to further grow their businesses. They also receive training in book-keeping and business skills as well as how to develop linkages with service (including financial) and input suppliers along the dairy value chain.

Extension worker trainings are conducted in village clusters, so that women can attend training near their homes. A training camp is set up on a temporary basis at each site. The project arranges for transport to and from the site. All master trainers are women veterinary graduates. The program is certified by the University of Veterinary and Animal Sciences (UVAS).

Upon completion of the course, WLEWs selected for animal nursing are given a veterinary kit, while WLEWs doing concentrate business are supported by a stock of animal feed. The program also provides workers with basic mobile phones to enable easy communication with clients and input suppliers.

## **Awareness Campaign**

The overall objective of the Dairy Project's mass awareness campaign is to increase awareness about the best dairy farming practices with a focus to improve livestock productivity in Pakistan. Under this component, TV, radio and print infomercials, on subjects such as de-worming, vaccination, mastitis control, breeding, and feeding practices, are being developed. The awareness campaigns through TV, radio and print media are to be aired in about 2,000 villages' across Punjab and other provinces. Farmer days and silage-making days are organized to motivate farmers to adopt improved animal husbandry practices.



## Annex 2: Environmental Compliance

### INTRODUCTION

The goal of USAID-DRDF Dairy project is to improve the productivity and efficiency of the dairy sector in Pakistan.

Environmental team of the Dairy Project monitors operational processes to ensure the compliance with health, safety and hygiene standards. Team developed various guidelines on these standard and conducted staff trainings. The focused area is adoption of best management practices, health safety measures related to semen, liquid nitrogen gas and organs handling, proper disposal of waste such as semen straws, sheaths and animal organs, syringe handling & disposal, compliance to product specifications, proper disposal of waste such as empty medicine bottles, syringes, bio-security measures at upgraded model farms and so on.

### REPORT ON COMPLIANCE

This report is for period April-June, 2015. Environmental team used methodology of physical, inspection of sites, visit to class rooms and interviews of trainees to compile this report. A component-wise findings of this report are given subsequent sections.

#### *Component 1: Farmer Training*

There is one module on environmental awareness in curriculum of one day- training farmer which includes bio-security measures at the farm, milk hygiene, milk quality test, restraining or crushing for personal safety, appropriate feed storage to ensure the maintenance of the concentrate feed quality and general hygiene at the farm. In addition to this, knowledge was imparted to the beneficiaries about the quarantine period for new animals at the farm.

Environmental officers carried out visits at the training center to observe/monitor the process of knowledge transfer from trainer to trainees on environmental best practices. Compliance with standards was observed on most of the training centers, however, there were few training centers which had some issues. All such issues were timely reported to field operations team and they addressed all such issues. The details of these issues are given below:



Table 13 Environmental issues in Farmer Trainings

Sr. #	Issues	Detail of Training Centre	Action Taken
01	Lime tray & surf test kit was absent at some of the training farms	<ul style="list-style-type: none"><li>•Peer Boghey Shah</li><li>• 384- WB</li><li>• 369- WB</li><li>•Haveeli Naser Khan</li><li>•Allah Hoo Dairy farm</li><li>• Farm at Haveeli Naseer Khan</li></ul>	PR in process
02	Water troughs were contaminated with Algae.	<ul style="list-style-type: none"><li>• Allah Hoo Dairy Farm at Hasil Pur</li></ul>	Zonal Management instructed field staff to manage the issue.

Sr. #	Issues	Detail of Training Centre	Action Taken
03	Physical demonstration of different practices like teat dipping, surf test etc. was not done on inspection day	<ul style="list-style-type: none"> <li>At Hamid Nawaz Farm located at 66-DB, Yazman District Bahawalpur</li> <li>Booty wala</li> <li>6 MR</li> </ul>	Zonal Management instructed field staff to manage the issue.
04	Sanitation condition at farm was not good	<ul style="list-style-type: none"> <li>At 553 W. B drains were clogged and were opened after discussion with farmer.</li> <li>Allah Hoo Dairy Farm located at Hasil Pur</li> </ul>	Farmer was explained the significance of cleanliness at the farms, however improvement still required at these farms.
05	Wanda storage	<ul style="list-style-type: none"> <li>112 W.B</li> <li>At Peer Boghey Shah Farmers were walking on the animal fodder resulting in cross contamination of the fodder.</li> </ul>	Racking technique has been suggested to the farmers by SHE officers.

### Seven Day Training:

Seven-day and one month farmer training module on environment is much comprehensive as compared to one-day training. It contains safety measures like treatment stall or restraining methods for pregnancy examination, vaccination, medication, deworming, and artificial insemination Teat sanitization, organoleptic and surf test are well described to check the milk quality so that milk from the infected animal could be separated. Safety measures like dust mask usage, safety guard importance and maintenance of the silage machine for silage shows are being taught to the trainees.

In farmer training, farmers/farm managers are being briefed on how to handle manure and utilize in their farm field after fermentation as fermentation reduces the pathogens significantly as well as make nutrients readily usable by the soil consequently enhancing soil fertility.

Significance of appropriate storage of concentrate feed is also demonstrated and described to the farmers so that they could maintain the quality of feed because moisture from the ground surface and side walls can result in aflatoxins in the feed which is carcinogenic material.

As a whole, seven day training was very satisfactory and level of training was well up to the mark. Very few issues like provision of basic welfare facility at some site were not present which are mentioned as below.



Table 14 Environmental issues in 7-Day Trainings

S #	Issue	Detail of Training Centre
01	Washroom at center was not functional	<ul style="list-style-type: none"> <li>Rao Azam Farm at Moza Talhar, Hasilpur</li> </ul>
02	Lime tray & surf test kit was absent at farms	<ul style="list-style-type: none"> <li>Rao Azam Farm at Moza Talhar, Hasilpur</li> <li>369- WB</li> <li>Hamid Nawaz Farm at 66-DB Yazman</li> </ul>
03	Sanitation condition at farm was not good	<ul style="list-style-type: none"> <li>M. Khan Farm at 369-WB</li> </ul>

### Upgraded Model Farm:

Environmental mitigations are adopted at upgraded farms so that awareness could be created among trainees and could be demonstrated about environmental best practices. Trainees can visualize and better understand the practices and implement these value adding practices at their farms as well.

Baseline condition at the proposed upgraded farm at the start was not very much appreciable, however, with dairy project intervention and training, quality of hygiene, bio-security measures, milk hygiene, disposal of waste, drinking water quality, health and safety measures at the upgraded farm were improved a lot. Issues are shared on regular basis with field staff in case of non-compliance and well addressed in due course of time which helped to improve the compliance.



During the site selection for upgraded model farms, certain criteria were established to avoid frequent ponding as it causes diseases. Further, a year round supply of clean drinking water and construction of water channels for liquid manure handling in case of shed construction was ensured. Following are issues observed in this reporting period regarding to this component.

Table 15 Environmental issues in Farm up-gradation

S#	Issue	Detail	Action Taken
01	Cutting of trees was observed at site.	<ul style="list-style-type: none"><li>139-DB Yazman, Bahawalpur</li><li>Sheikh Dildar Hussain Farm at Moza Rajapur, Lodhran</li></ul>	A plantation activity will be carried out in plantation season as per SOPs
02	Child Labor was observed	Akhter Hussain Farm at Basti Siyalan, Bahawalpur Saleem Akhter Farm at Moza Saraana Dunya Pur, Lodhran	Field management has been informed to take care of such practices in future by convincing the vendor not to use child labor in future for farm construction.
03	Air pollution for surrounding people due to storage of sand near road bank.	<ul style="list-style-type: none"><li>At Azmat Bashir Farm, 341-WB Lodhran</li></ul>	Mitigation was suggested to the field team to keep surface of the sand heaps covered or sprinkling water in the surrounding area.

### Silage Activity

Table 16 Environmental issues in Silage Activities

S#	Issue	Detail of Silage Show
01	Safety guard was not in place which was reported and issue was resolved later. Workers were wearing shalwar kameez in almost all the silage shows having severe entanglement hazard.	<ul style="list-style-type: none"><li>During some of silage shows in the beginning.</li><li>Use of shalwar kameez in all the shows because of the cultural limitation.</li></ul>



S#	Issue	Detail of Silage Show
02	Personnel protective equipment like air mask, safety shoes safety goggles etc. were not used which could cause lung problem and other injuries.	During many silage shows
03	Movement of truck was done during late night time and silage machine was also attached with it. Issue was reported to GMFO for remediation through taping the silage cutter with high visibility reflecting tape and a bulb.	Haji Iqbal Balouch at Moza Gand Haveli naseer Khan



### *Component 2: Artificial Insemination Technicians' Training*

All of the Artificial Insemination Technicians (AITs) sites are imparting training on best practices and lesson plan covers best artificial insemination practices.

All AI trainees wear Dangri (overalls), gum boots and gloves during practical training on live animals to minimize the chances of disease transfer to human beings. Master trainer have been informed to use the one glove for the each animal only and not to use that used glove in different animal and compliance is in place in the field.

Organs are stored inside refrigerator in enclosed container to inhibit the bacterial growth so that pathogens do not spread in the environment after usage.

Either crush or restraining is used to control the animals during live animal practice to prevent the injuries during insemination practice.

Health safety measures like liquid nitrogen handling, storage of semen and semen straw handling are taught theoretically as well as practically demonstrated. Safety measures with respect to liquid nitrogen handling like significance of use of personal protective equipment (safety goggles & cryogenic gloves) are described to the AI technicians.

Sheaths and contaminated polythene gloves are kept covered in dust bin at site till further disposal so that pathogens are not spread in the environment.

Organs are disposed of inside limed pit for biodegradation and safe disposal. Lime is utilized for the disinfection purpose at Bahawalpur site however, to ease the process and to improve the efficiency of the process; heat treatment prior to the ultimate disposal in the land has been introduced at Burj Attari



site for organs disposal. After heat treatment, organs are converted into municipal solid waste and so could be easily disposed of along with city waste management system.



### *Component 3: Women Livestock Extension Worker (WLEW) Training*

WLEW training takes place at designated training centers in two districts namely, Bahawalpur and Vehari. Best basic livestock extension practices are taught to the WLEWs and health safety measures like handling of medicines and syringes have been incorporated in training content.

Environment officer conducts environmental awareness sessions for each batch of WLEWs and gives relevant knowledge to the project beneficiaries about handling medicines, concentrate feed storage and appropriate disposal methods of syringes and empty medicine bottles etc.



Medicines are protected from the sunlight during outdoor sessions by use of kit bag thereby complying with the product specifications. Moreover, expiry date is checked before use of medicines at both sites which eliminates the chances of expired medicine usage. Furthermore, environment officer also perform quarterly stock checking to see that material and medicines are stored appropriately and to verify the medicines expiry date. Medicines expiry date is quite far and found to be fine.

Recapping needle enhances the chances of needle prick injuries as well as zoonotic diseases occurring as a result. Hands are washed with soap after conducting surgery of an animal.



Moreover, restraining methods have also been taught to the WLEWs so that they could prevent any possible injury from the animals during treatment.

Needle cutters were available on both sites for immediate disposal of needles after injection so that chances of needle prick injuries are minimized.

There were some issues related to the compliance which need attention from management, so the issues were discussed with zonal management for their redress like:

Table 17 Environmental issues in WLEWs training

S#	Issue	Detail of Training centers	Action Taken
01	Syringes re-use is in practice i.e. same needle is used in more than one animal which can transmit disease from one animal to others.	At all the training centers	The issue has been discussed with project director and he has given his consent to increase the quantity of syringes in master trainer kit.
02	WLEWs do not use gloves invariably during treatment of animals which has the potential to transmit zoonotic disease in case of cross-contamination.	Most of the centers	Zonal management is committed to resolve the issue in future.

## WAY-FORWARD AND CONCLUSION:

By and large, Dairy Project is observing compliance in most of its activities; the Project has minimal environmental adverse impact. However, there were some instances, where improvement was required. In such cases, necessary directions have been given to Operations Department for remedial measures.

Dairy project believes in continual improvement and efforts will be made to improve the environmental conditions even further in coming days ahead.





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## SUCCESS STORY

### Expanding Horizons

**USAID-DRDF Dairy Project trains AITs to provide dairy breed improvement services across Punjab**



Photo by USAID-DRDF Dairy Project

***"I have inseminated about 200 animals out of which around 130 animals have conceived. Total conception rate is about 65 percent. USAID-DRDF Dairy Project's AI Training has given me a steady source of income; I earn a profit of PKR 29,000, on an average, per month."***

Khawar Masood, Artificial Insemination Technician, near civil hospital, Chak no 100WB, p/o Ghara Moor, Tehsil Mailsi, District Vehari.

Unemployed, Khawar Masood, was uncertain about his life, until he was selected for USAID-DRDF Dairy Project's Artificial Insemination Training Program. It all began in February 2013, when he had an exciting opportunity to learn new skills and earn a reasonable income as an Artificial Insemination Technician (AIT).

The Dairy Project's AI trainings are empowering unemployed rural youth to become trained Artificial Insemination Technicians (AITs) for dairy breed improvement and kick start their businesses as small-scale entrepreneurs.

"The AIT training program is a blend of both 30 percent theory and 70 percent practice. We are taught detecting an animal's heat, rod passing to artificially inseminate the animal, conducting accurate pregnancy tests and other breeding techniques," says Khawar.

Followed by hands on training, AITs are examined and certified by University of Veterinary and Animal Sciences, Lahore (UVAS). In order to facilitate trainees' initial business needs, they are provided with support kits. Upon successful performance criteria, they are awarded with motorbikes with 50 percent cost share basis. These motorbikes help AITs travel long distances to other villages in order to perform insemination cases and also respond in a timely manner to urgent requests made by farmers.

"I am able to provide timely insemination services in my village and neighborhoods with Dairy Project's motorbike. I have inseminated about 200 animals out of which around 130 animals have conceived. Total conception rate is about 65%", shares Khawar.

AI Training has given him a steady source of income; Khawar earns a profit of PKR 29,000, on an average, per month. With better income resource, he is now able to spend on better quality healthcare, education and improved living standards for his family.

As of June 2015, Dairy Project has provided training and support to over 2,168 Artificial Insemination Technicians (AITs), who are now providing breed improvement services to farmers in around 20,000 villages across Pakistan, with an average monthly income of PKR 9,371/- (\$90 approx.).

The overall aim is to ensure that through better breeding, farmers are able to increase their milk production and incomes. With the extensive follow-ups and support of Dairy Project's certified veterinarians, Khawar would like to further improve his skills. This will help him become self-sufficient at his dairy farm.

"With improved knowledge, skills and follow up support, I am committed to establish my own farm in future. With the help of Dairy Project team, I have access to good quality semen and developed strong market linkages overtime, which will be helpful for my dairy farm." remarks Khawar.



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## SUCCESS STORY

### Bringing Hope to Traditional Dairy

**USAID-DRDF Dairy Project helps traditional farmer to adopt modern dairy farm practices and techniques for improved livelihoods.**



Photo by USAID-DRDF Dairy Project

***“Being a part of USAID-DRDF Dairy Project’s farmer trainings has taught me the importance of better animal breeding, feeding and free access to water. I did not know animals had to be vaccinated or dewormed. In the future, I wish to continue implementing these modern dairy farming techniques and further upgrade my farm for better income”.***

Azmat Bashir, Dairy Project trained Farmer from Chak 341/WB, tehsil Dunyapur, district Lodharan.

Azmat Bashir is a progressive dairy farmer who belongs to a traditional system of livestock holding. He lives in Chak 341/WB, tehsil Dunyapur, district Lodharan, with his wife and two children. He heard about USAID-DRDF Dairy Project’s trainings for dairy farmers through a loud speaker announcement in village mosque, followed by project team visit at his village.

“Belonging to a family involved in traditional methods of agriculture, I was never exposed to modern dairy farm practices and techniques, such as, deworming, vaccination, balanced diet, calf rearing and silage feeding. Through the USAID-DRDF Dairy Project’s dairy farmer training, I learnt to improve my dairy business through adoption of best dairy farm practices,” says Azmat.

Azmat’s income was stagnant and it was becoming difficult for him to fulfill the basic needs of his family. He did not see any hope of increasing income until he learnt the best dairy practices for his farm. It has helped him increase the milk yields by 2 liter per animal. Dairy Project’s training has given him a steady source of income. Now he is able to provide better health and educational facilities to his family.

“In addition to this four-day training, I got knowledge about farm up-gradation through a newspaper advertisement. I applied for my consideration in this component and after few days Dairy Project’s team visited my farm and short-listed me for the interview. Interview committee asked questions about my set up as well as future plans and finally I got selected for this opportunity; where Dairy

Project provided me with 50 percent cost-share support to up-grade my local farm, in to a model, dairy and training farm”, says Azmat.

USAID-DRDF Dairy Project is upgrading local farms of selected dairy farmers to model farms. The upgraded farm will facilitate farmers in implementing best dairy farming practices, and these farms will serve as a model for neighboring dairy farmers. As of June 2015, the project has trained over 15,000 dairy farmers—78 per cent of whom have adopted at least three best farming practices leading to 17 per cent increase in the average milk yield.

“I want to continue these practices to ensure that my animals are healthy and more productive. I often guide my village community about the best practices that USAID-DRDF Dairy Project taught me. They appreciate it and want to become a part of it as well,” remarks Azmat.

Azmat has moved from a traditional farmer, who was barely able to make ends meet, to one with a secure future with the help of USAID-DRDF Dairy Project’s trainings. In future, he plans to further upgrade his farm and purchase better breeds for improving his animals for increased income.



## SUCCESS STORY

### Realizing Potentials

**USAID-DRDF Dairy Project trains rural woman with new skills and techniques to provide timely basic livestock health and extension services.**



Photo by USAID-DRDF Dairy Project

***“I feel proud to be a bread-winner for my family and to contribute towards improved health and education of my younger siblings and myself.”***

Nadia, Dairy Project trained Woman Livestock Extension Worker (WLEW) from Basti Mulah Faqeer, Tehsil, district Multan.

19 years old, Nadia is a resident of Basti Mulah Faqeer, Tehsil, district Multan. She had an opportunity to hear about the USAID-DRDF Dairy Project at a community meeting of her village. After which she appeared in an interview and got selected for Livestock Extension Service training.

USAID-DRDF Dairy Project through its Women Livestock Extension Services trainings select the unemployed, marginalized rural women and empower them through the provision of knowledge, such as animal vaccination, deworming, animal health management, importance of nutrition and vaccinations against diseases. It provides official certification from the University of Veterinary and Animal Sciences as well as skills and tools to provide much-needed timely basic animal health care and management extension services in their villages.

“I received Dairy Project’s fifteen-day advanced training which helped me get advanced techniques on animal health and management and to boost my entrepreneurial skills”, says Nadia.

She was provided with a free medicine tool kit and a mobile phone so she could contact suppliers whenever needed. She jointly works with AITs of her village and surrounding villages and shares 50 percent of her profit, i.e, PKR.30, 000 per month on an average.

“I am lucky to be part of USAID-DRDF Dairy Project Women Livestock Extension Service Training Program. Sitting idly at home bothered me. I wanted to do something productive for my village and now after this training, I have become a helping hand for my family and my village”, Nadia says on a positive note.

“It is nice to have a certified lady at door step. She provides timely services in case a doctor is out of reach for us.” says a village farmer.

As of June 2015, 5,523 women have been trained in basic animal husbandry and livestock management. These WLEWs are providing extension services to dairy farmers in more than 4,000 villages with estimated earnings of PKR 1,091/- (\$11) per month.

With improves socio-economic conditions and knowledge, Nadia is now able to realize the potential in herself and wants to become a well-known practitioner in her village and provide timely basic animal health care and management extension services to the community at wide-scale.